



UNITED STATES ARMY
GUARDIAN BRIGADE

CBRNE Command ICT URS GOSC Pre-brief for MG Stevenson

**16 January
2004
0915-1000**





- ★ TRADOC ICT developed a TOE comprised of military and civilian requirements
- ★ TRADOC construct approved by GOSC and staffed with the Army
- ★ Adjustments to the TOE made by DAMO-FM and -FMF
- ★ Resourcing constraints developed and imposed by DA without staffing with ICT . . . Rationale for constraints not provided to ICT
- ★ DA proposal staffed by TRADOC with MACOMs/MSCs/other Army Agencies . . . 2 COA developed
- ★ All attempts/input except Guardian Bde/AMC fail to recognize Guardian Bde directives/construct approved by DA . . . No crosswalk performed
- ★ ASPB positions authorized in FY03 are a point of contention . . . FORSCOM does not recognize majority of the ASPB authorizations transferring to CBRNE (believe they were to be temporary hires)
- ★ ICT also asked to comment on whether Chief of Staff Position should be FA52 according to ICT construct or changed to Operational Career Field.





Coordinating Draft

Evaluation Criteria Initial

- Resulting design must meet Minimum Mission Essential Warfight Requirement
 - Able to accomplish O&O tasks and functions
 - Acceptable risk
- Must reduce a minimum of 19 total positions (AC, RC, Civ and code 50)
- Must reduce a minimum of 16 AC positions
- Must increase RC positions by a minimum of 4
- Must increase Code 50 positions by a minimum of 2
- Must eliminate or convert 71L, 42L and Civ Admin Assistants doing purely admin tasks

AMC Coordinating Draft

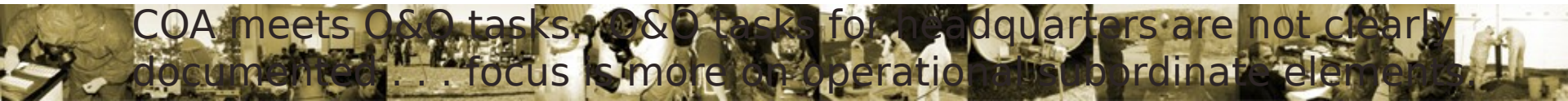
Evaluation Criteria Recommended

1. DA Manpower Caps (AC $\leq$ 73; RC $\geq$ 22; CIV N/A; Code 50 $\geq$ 18; Total $\leq$ 193)
2. Manning must meet Minimum Mission Essential CBRNE Requirement to support Homeland and other regional Combatant Commanders
 - ❖ Able to accomplish O&O tasks and functions (C2, technical advice and SMEs, CBRNE force provider, support military installations . . .)
 - ❖ Risk
3. Must eliminate or convert 71L, 42L and Civ Admin Assistants doing purely admin tasks
4. Transition of Guardian Brigade HQs requirements/spaces (TDA & ASPB) to CBRNE Command HQs

AMC Coordinating Draft

CONCERNS

1. Initial criteria does not address transition from Guardian Bde to CBRNE Cmd
2. Initial Criteria does not define the risk . . . Simply categorizes as acceptable . . . Decision Maker(s) must determine from input provided
3. Initial Criteria does not afford quantitative measurement of how each COA meets O&O tasks . . . O&O tasks for headquarters are not clearly documented . . . focus is more on operational subordinate elements





ICT Manpower Construct

BASELINE
URS (24 Oct 03)

- ★ AC: 89
- ★ RC: 18
- ★ Code 50: 18
- ★ CIV: 89
- ★ Total: 214

DA Manpower Caps

- ★ $AC \leq 73$
- ★ $RC \geq 22$
- ★ $Code\ 50 \geq 18$
- ★ CIV N/A
- ★ $Total \leq 193$

COA 1 Proposal COA 2 Proposal

- | | |
|---------------|---------------|
| ★ AC: 75 | ★ AC: 63 |
| ★ RC: 27 | ★ RC: 22 |
| ★ Code 50: 20 | ★ Code 50: 21 |
| ★ CIV: 76 | ★ CIV: 87 |
| ★ Total: 198 | ★ Total: 193 |

FORSCOM reworking to
Meet DA Caps

Comparison

- ★ Both COAs meet DA Caps
- ★ Both COAs meet mission need
- ★ COA2 leverages Guardian TDA and ASPB hires, reducing AC requirements bill
- ★ COA2 provides quicker IOC transition to CBRNE Command



	COA 1	COA 2
1. DA Manpower Caps*	AC = 75 - Not Met RC = 27 - Exceeded Code50 = 20 - Exceeded Total = 198 - Not Met	AC = 63 - Exceeded RC = 22 - Met Code50 = 21 - Exceeded Total = 193 - Met
*FORSCOM will revise to meet caps		
2. Minimum Mission Essential CBRNE Requirements	C2 Tech Advice/SMEs Force Provider Mil Inst Spt	C2 Tech Advice/SMEs Force Provider Mil Inst Spt
3. Eliminate and/or Convert Admin Assist Spaces	Deletes 3 Admin Assistants 3 Remain	1 Admin Assist deleted All but 1(GO Exec Asst) converted to reflect non admin duties
4. Guardian Transition to CBRNE HQs	Working rough order of magnitude of 20 positions not transferring to CBRNE	Working rough order of magnitude of 6 positions not transferring to CBRNE
Total (Lower is Better)	7	4

1. DA Manpower Caps (AC≤73; RC≥22; CIV N/A; Code 50≥18; Total≤193) (Overall Bill to Army)
2. Manning must meet Minimum Mission Essential CBRNE Requirement to support Homeland and other regional Combatant Commanders
 - ❖ Able to accomplish O&O tasks and functions (C2, technical advice and SMEs, CBRNE force provider, support military installations . . .)
 - ❖ Risk
3. Must eliminate or convert 71L, 42L and Civ Admin Assistants doing purely admin tasks
4. Transition of Guardian Brigade HQs requirements/spaces (TDA & ASPB) to CBRNE Command HQs



- **Position:** COA 2 - Guardian Bde exists today and successful mission execution to date validates requirements supported by DA G3. Requirements/spaces intended to transfer to CBRNE Command upon activation. COA 2 meets mission requirements specified in o/o plan, leverages existing force structure of Guardian Brigade to present a minimum bill to the Army. Additionally, COA 2 leverages a larger civilian workforce to provide long term staff continuity and minimizes impact the active component bill to the Army.
- **Concerns:** COA 1 will result in adverse civilian personnel actions due to overhires, potential negative funding impact and/or need for a reduction in force. COA 1 does not leverage current initiatives to maintain momentum and achieve IOC quickly.
- **CoS:** CoS should not be an operational position and the position must be filled by an operations career field officer. Argument that it requires a 52 to manage RN is not valid. 74 series officers are trained in NBC. Additional expertise is resident on the staff and supporting force pool units.





DAMO-FMF

*"Soldiers On Point for the
Nation"*

CBRNE ICT RECOMMENDED DESIGN BASED ON HQDA

Bottom-line Up Front: On 22 July 03 DCSDEV determined the CBRNE Operational Headquarters to be a requirement and directed forwarding of the O&O and URS design to HQDA G-3 for FIFA review, requirements approval and implementation. FORSCOM and AMC strongly encourage accelerating implementation of this organization. HQDA has constrained the resourcing for standing up this organization with its current design. This brief provides a recommended COA that meets the guidance with acceptable risk.

HQDA G-3 CONSTRAINTS

1) Overall Design requirements cap is 193 spaces.
This is a ceiling that includes: AC, RC, Civ and Code 50

2) AC mil. Requirements cap is 73 spaces.
This is a ceiling.

3) RC mil. maintain or exceed 22 spaces.
This is a floor.

4) Code 50 Positions: maintain or exceed 18 spaces.
This is a floor.

5) No 71L or 42L or CIV admin. Assistant
Additional Constraint

6. No specified guidance on Civilians

7. Provided HQDA staff recommendation

Total Reqts. 212 (196 plus 16 Code 50)

AC: 89

RC: 18

CIV: ~~89~~ 18

Code 50: 16

BASELINE
URS (24 Oct 03)

Evaluation Criteria

- Resulting design must meet Minimum Mission Essential Warfight Requirement
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 - Acceptable risk
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Coordinating Draft

COA 1

	<u>AC</u>	<u>RC</u>	<u>Civ</u>	
50				18
BASELINE (212)	89	18	89	
16				
1. Para 1: Delete Enlisted Aide				-1
2. Para 8: Asst G2 convert from AC to RC (AGR)		-1	+1 AGR	
3. Para 8: Ops Off GS 12 from Civ to RC (AGR)		+1 AGR	-1	
4. Para 8: Delete Admin Clerk (GS 5)			-1	
5. Para 9: Convert Ops Sgt GS 11 to Mil		+1		-1
6. Para 10: Delete Admin Clerk (GS 5)			-1	
7. Para 11: Convert Asst G-3 (89E) to AC		+1		-1
8. Para 12: Tng OF GS 12 & NCO (GS 9) to AGR			+2 2AGR	8
-2				
9. Para 13: Code 50 FM Off & NCO			-2	
+2				
10. Para 17: Delete Escort Plt (Msn to TEU)	-10		-4	
11. Para 20: LNO Team from 8AC and 4 RC to 3 AC, 3 RC (AGR), 6 RC	-5	+5 3AGR		
12. Para 22: Delete Sup Spec			-1	20
13. Para 31: Delete Admin Spec				-1
14. Para 34: Code 50 Chap Sec	-2			
+5				
Total = 198				

Coordinating Draft

COA 1 vs Criteria

- ✓ Resulting design must meet Minimum Mission Essential Warfight Requirement
 - Retaining existing escort capability within the TEU battalion(s)
 - Eliminates operational element from a C2 headquarters
 - Wider coverage from five TEU locations vice one platoon location.
 - Status quo for escort missions - CBRNE CG oversight vice execution
 - Acceptable level of risk
 - Remainder of adjustments retain critical functions across the staff
- ✓ Must reduce a minimum of 19 total positions (AC, RC, Civ and code 50)
- ✓ Must reduce a minimum of 16 AC positions
- ✓ Must increase RC positions by a minimum of 4

AMC Coordinating Draft

COA 2

	<u>AC</u>	<u>RC</u>	<u>Civ</u>
50			
BASELINE (214)	89	18	89
18			
1. Para 1: Delete CIV Enlisted Aide			-1
2. Para 1: Delete MIL Chauffeur		-1	
3. Para 1: Delete Civ CMD Sec Driver-Addt'l duty			-1
4. Para 3: Delete HHC Armorer-Addt'l duty			-1
5. Para 3: Delete Wheel Veh Mech E4	-1		
6. Para 8: Convert Asst G2 from AC to RC (AGR)		-1	+1 AGR
7. Para 8: Ops Off GS 12 74AJ5 from CIV to AC		+1	-1
8. Para 8: Convert AC E7 Intel SGT from AC to CIV		-1	
+1			
9. Para 9: Convert Ops Sgt GS-11 CIV to AC	+1		-1
10. Para 10: Convert AC Dep G3 from AC to CIV	-1		+1
11. Para 10: Convert Ops Off (74AJ5) O-4 AC to AGR		-1	+1 AGR
12. Para 10: Convert 2X Ops Sgt (GS09) to AC	+2		-2
13. Para 10: Convert Civ Ops SGT(E9) to AC	+1		-1
14. Para 11: Convert 74AJ5 Plans Off (GS-12) to AGR			+1 AGR -1
14. Para 11: Convert 89E Plans Off (GS-12) to AGR			+1 AGR -1
15. Para 11: Convert RC 74A/89E Plans Off to CIV		-2	+2

AMC Coordinating Draft

AMC Coordinating Draft

COA 2 p.2

	<u>AC</u>	<u>RC</u>	<u>Civ</u>	<u>50</u>
BASELINE (214)		89	18	89
18				
16. Para 12: Convert Tng Off(GS-12)&NCO(GS-9) to AC	+2			-2
17. Para 14: Delete 2X CIV SAP-Addt'l duty to G2/G3				-2
18. Para 15: Convert Chief, Cmd Ops Center to AC	+1			-1
19. Para 17: Delete ESCORT Platoon	-8		-4	
20. Para 19: Convert RC CM BDE CDR to AC (Code50)		N/A	N/A	N/A
N/A				
21. Para 21: Convert Chief, NDT06 to Code 50 USANCA Staff		N/A - Dual Hat Chief of		
22. Para 22: Convert AC Contract Off to CIV		-1		+1
23. Para 22: Convert Trans Off CIV to AC		+1		-1
24. Para 22: Convert Movments NCO AC to CIV	-1		+1	
25. Para 22: Convert PBO NCO AC to CIV		-1		+1
26. Para 22: Convert CIV Supply (GS-12) to AC	+1		-1	
27. Para 23: Convert CIV CA Off and SPC to Code 50				-2
+2				
28. Para 24: Convert 5 AC G-6 PSNs to CIV		-5		+5
29. Para 24: Convert 1 AC Sig Spt NCO to RC	-1	+1 AGR		
30. Para 25: Convert 1 CIV Sr Sys Data Int (GS-11) to AC		+1		-1
31. Para 25: Convert 1 AC E5 Plan Manager to CIV		-1		+1

AMC Coordinating Draft

COA 2 p.3

	<u>AC</u>	<u>RC</u>	<u>Civ</u>	<u>50</u>
BASELINE (214)	89	18	89	18
34. Para 29: Convert 5X AC SJA to Code 50 Install SPT +5		-5		
35. Para 29: Convert AC 27D20 Paralegal NCO to CIV		-1		+1
36. Para 30: Convert AC Env Sci Off O-6 to CIV	-1		+1	
37. Para 30: Convert Code 50 Env Sci Off O-3 to CIV -1				+1
38. Para 30: Delete Civ Admin Specialist				-1
39. Para 32: Delete Civ Surety Officer			-1	
39. Para 33: Convert AC PAO Off & NCO to CIV	-2		+2	
40. Para 34: Convert 2X AC Chap to Code 50 Install SPT +2		-2		
41. Para 35: Convert 5X Code 50 RM posn to CIV				+5
<u>-5</u>		<u>-</u>		<u>+5</u>
CONSTRAINED DESIGN (193)		63	22	87
21				

HQDA CEILING/FLOORS(193)

n/a ≥18

≤73

≥22

COA 2 vs Criteria

- ✓ Resulting design must meet Minimum Mission Essential Warfight Requirement
 - Concerned that risk to mission accomplishment and ability to identify augmentation required from force pool not clearly defined
 - Extensive “salami slice” approach will potentially require repair at follow-on DARTs
- ✓ Must reduce a minimum of 16 AC positions
- ✓ Must increase RC positions by a minimum of 4
- ✓ Must increase Code 50 positions by a minimum of 2
- ✗ Must eliminate or convert 71L, 42L and Civ Admin Assistants doing purely admin tasks: AMC (GB) position remains that these positions are lower level work codes, but do not perform simply clerical tasks. These positions perform a variety of support tasks necessary for the section to function.

COA 2 vs Criteria

- ✓ Manpower Cost (AC≤73; RC≥22; CIV N/A; Code 50≥18; Total≤193)
 - ✓ AC = 63
 - ✓ RC = 22
 - CIV = 87
 - ✓ Code 50 = 21
 - ✓ Total = 193
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 - Risk
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MACOM Position / Concerns

- **FORSCOM:**

- **COA 1**
- **COA 2**
- **CoS**

- **AMC:**

- **COA 1**
- **COA 2**
- **CoS**

AMC Position / Concerns

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- **CoS:** CoS should not be an operational position and the position must be filled by an operations career field officer. Argument to it requires a 52 to manage RN is not valid. 74 series officers are trained in NBC. Additional expertise is

Comments

- **USANCA:**
 - **COA 1**
 - **COA 2**
 - **CoS**
- **DTRA:**
 - **COA 1**
 - **COA 2**
 - **CoS**
- **TRADOC Proponents (OD, CHEM)**
 - **COA 1**
 - **COA 2**
 - **CoS**

CBRNE ICT RECOMMENDATION

- **COA Selection** **TBD**
- **CoS Position** **TBD**

Concerns:

- **FORSCOM**
- **AMC**
- **Other**

WAY AHEAD

- ✓ Conduct COC-level ICT to approve design work and resolve issues
- ✓ Chief of FDD briefs DCG-CA NLT 9 JAN 04 for approval of revised design
 - CBRNE ICT Chief sends revised design to HQDA G3-FM NLT 15 JAN 04
 - Director FM forwards CBRNE HQs design to G3 for concurrence
 - Forward CBRNE HQs design to VCSA/CSA
 - Implement approved plan (TOE published approx 30 days after CSA approves design)